



## CHILD PROTECTION POLICY

### 1. Introduction

Gender Education Empowerment & Leadership Organization (GEELO) is committed to protecting the rights, dignity, and well-being of children in all areas where the organization operates. As an organization working with vulnerable populations including women, children, internally displaced persons (IDPs), marginalized youth, and communities affected by conflict, drought, and poverty, GEELO recognizes that children are particularly at risk of abuse, neglect, exploitation, and violence.

This Child Protection Policy establishes the standards, procedures, and responsibilities required to ensure that all children who come into contact with GEELO programs are safeguarded from harm.

The policy applies to all staff, volunteers, consultants, board members, partners, contractors, and visitors engaged with GEELO activities.

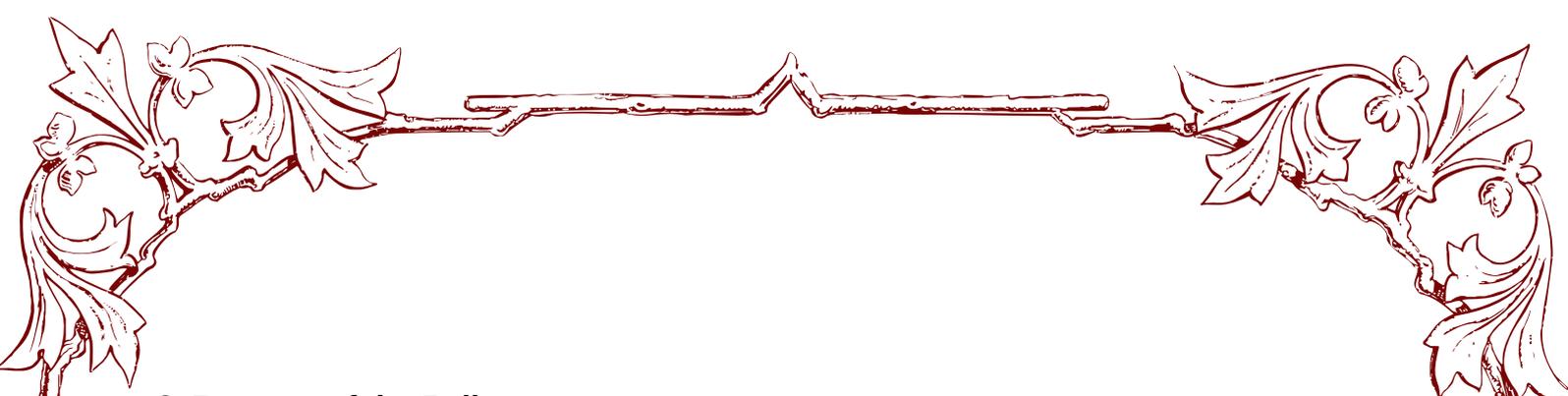
### 2. Policy Statement

GEELO has zero tolerance for child abuse, exploitation, neglect, and violence.

The organization commits to:

- Protecting children from physical, emotional, and sexual harm
- Promoting children's rights and well-being
- Ensuring safe programming and service delivery
- Responding promptly to safeguarding concerns
- Holding staff and partners accountable for safeguarding standards

All individuals associated with GEELO have a duty of care to ensure the safety of children and must immediately report any child protection concern.



### **3. Purpose of the Policy**

The purpose of this policy is to:

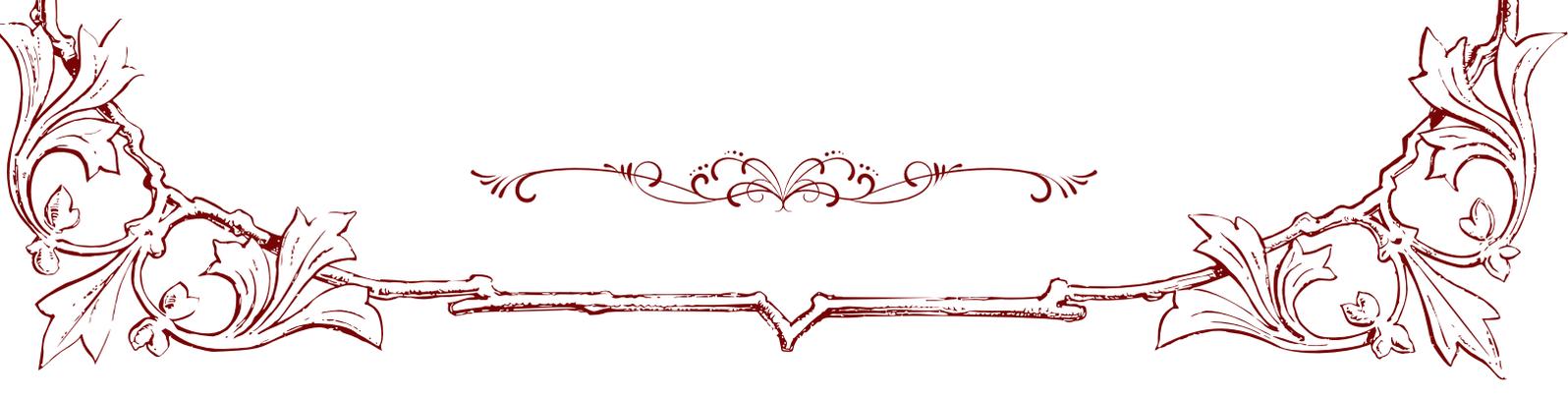
1. Protect children who participate in GEELO programs and services.
2. Provide clear procedures for preventing and responding to child protection risks.
3. Establish accountability and responsibilities for safeguarding children.
4. Promote a safe organizational culture that prioritizes child welfare.
5. Ensure compliance with international child protection standards and humanitarian principles.

### **4. Scope of the Policy**

This policy applies to:

- Board members
- Senior management and staff
- Volunteers and interns
- Consultants and contractors
- Implementing partners
- Community mobilizers and facilitators
- Visitors to project sites

The policy covers all GEELO activities including:

- Education programs
  - Health services and mobile clinics
  - Livelihood and food security projects
  - Women empowerment initiatives
  - Cash transfer programs
  - Community outreach activities
  - Training and awareness campaigns
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### **5. Guiding Principles**

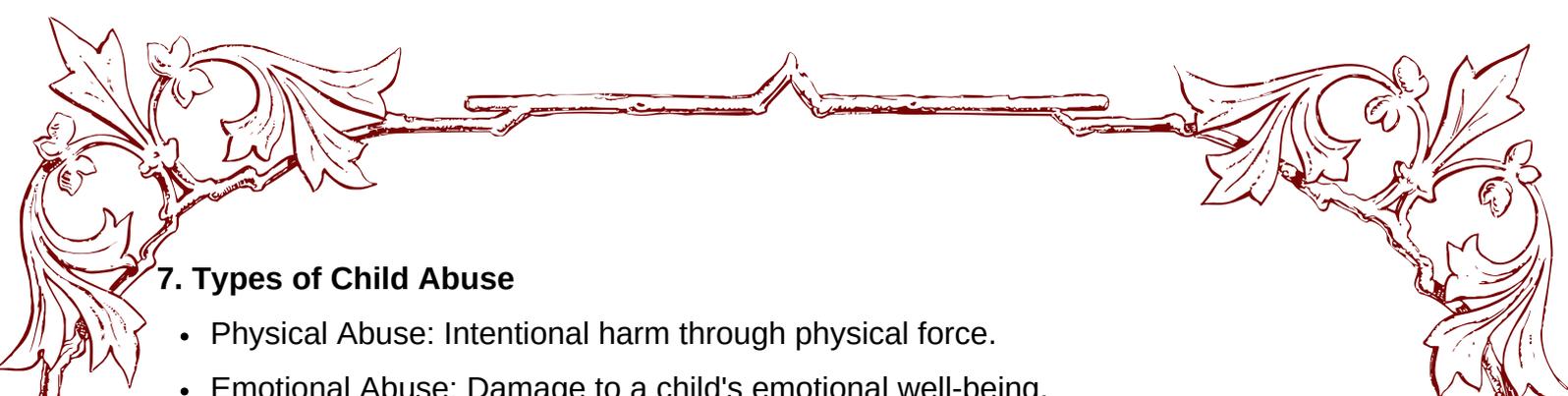
GEELO's child protection efforts are grounded in principles that prioritize:

- The best interest of the child.
- Non-discrimination across demographics.
- Child participation in decisions affecting them.
- Avoidance of harm through safe programming.
- Confidentiality concerning child protection cases.

### **6. Definitions**

Child: Any individual under 18 years.

Child Abuse: Any action or inaction causing harm to a child, including physical, emotional, sexual abuse, neglect, and exploitation.



## **7. Types of Child Abuse**

- Physical Abuse: Intentional harm through physical force.
- Emotional Abuse: Damage to a child's emotional well-being.
- Sexual Abuse: Involvement of a child in sexual activities.
- Neglect: Failure to meet a child's basic needs.

## **8. Code of Conduct for Staff**

### **Staff must:**

- Treat children with respect.
- Maintain professional boundaries.
- Ensure activities occur in safe environments.
- Obtain consent for photography.
- Report any concerns immediately.

### **Staff must NOT:**

- Engage in harmful behaviors toward children.
- Exploit or abuse children in any form.
- Spend time alone with children in private settings.

## **9. Safe Recruitment Practices**

GEELO will implement safe hiring by:

- Conducting background checks.
- Verifying identities and references.
- Requiring signing of the Child Protection Policy.
- Providing safeguarding training.

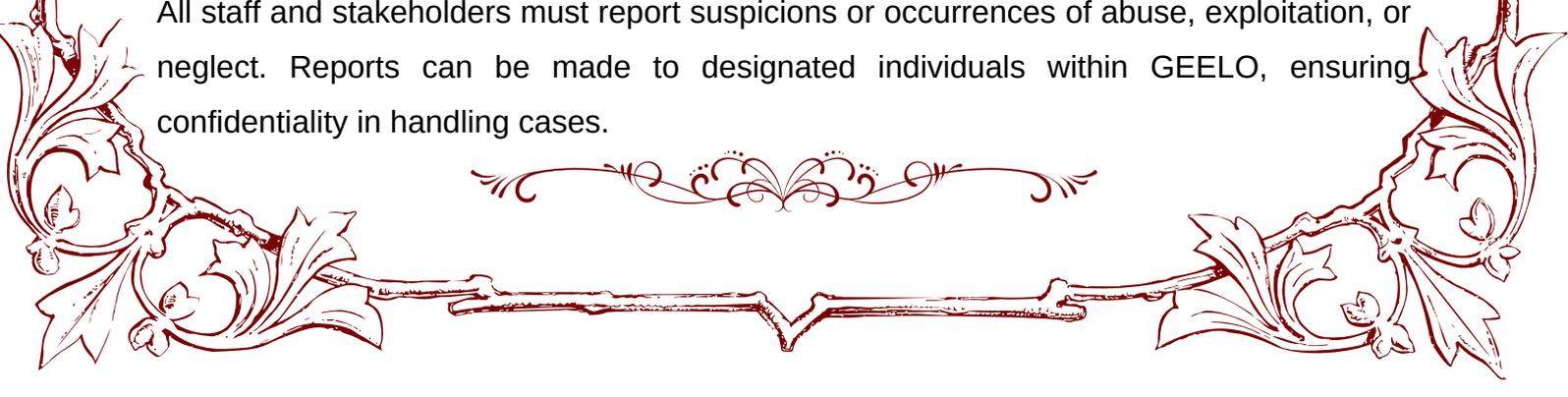
## **10. Child Safe Programming**

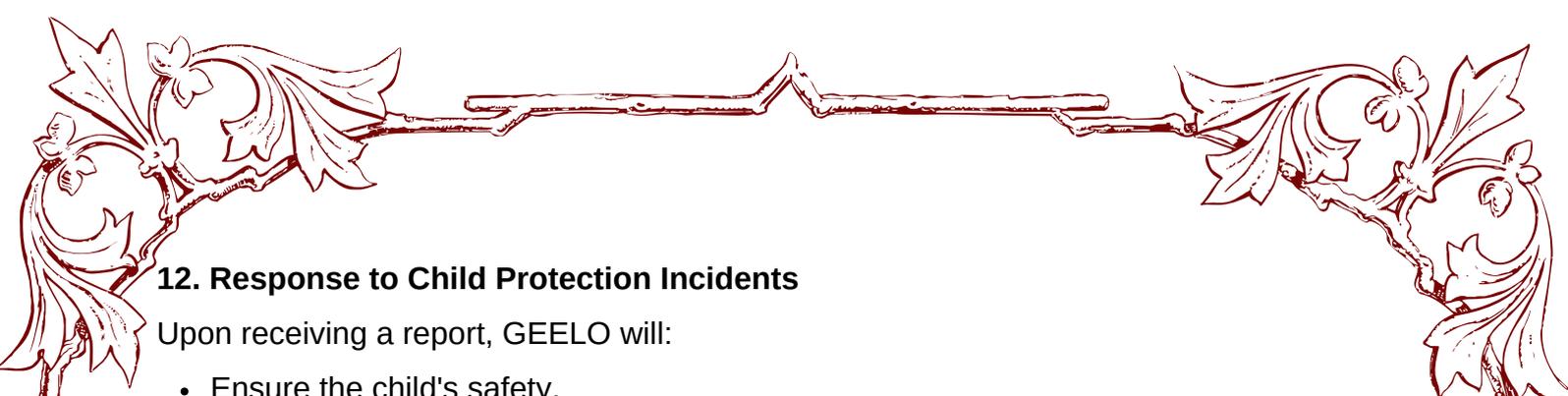
Programs will include:

- Risk assessments to identify child protection risks.
- Safe physical environments.
- Community education on child protection.

## **11. Reporting Child Protection Concerns**

All staff and stakeholders must report suspicions or occurrences of abuse, exploitation, or neglect. Reports can be made to designated individuals within GEELO, ensuring confidentiality in handling cases.





## **12. Response to Child Protection Incidents**

Upon receiving a report, GEELO will:

- Ensure the child's safety.
- Conduct confidential assessments.
- Refer cases to appropriate support services.
- Take disciplinary actions if necessary.

## **13. Confidentiality and Data Protection**

All information related to child protection must be handled confidentially, stored securely, and shared only as permitted.

## **14. Training and Awareness**

GEELO will ensure:

- Child protection training for all staff and awareness for community members.
- Education for children on safe reporting mechanisms.

## **15. Monitoring and Compliance**

Implementation will be monitored through regular reporting, community feedback mechanisms, and audits. Non-compliance may result in disciplinary actions.

## **16. Roles and Responsibilities**

The Board of Directors will ensure compliance; the Executive Director will oversee policies, while staff and volunteers must adhere to and report on them.

## **17. Policy Review**

This policy will be reviewed every three years or as needed based on legislative changes or safeguarding incidents.

## **18. Declaration**

All involved individuals must sign a declaration confirming their understanding of and compliance with this policy.

I confirm that I have read and understood the Child Protection Policy of GEELO and agree to adhere to its principles and procedures.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_